

Assessing the Role of Influencer Marketing in Shaping Customer Purchase Behavior

¹**Dr. Kalapati.**

M, Professor (D),

Department of Commerce and Management,

PRIST Deemed to be university, Thanjavur, Tamil Nadu, India.

dr.madhavikalapati@gmail.com

²**Dr. Vijaya S Uthaman,**

Assistant Professor,

Department of MBA. College of Engineering Trivandrum, Kerala.

su.vijaya@gmail.com

³**Dr. N. Bargavi,**

Assistant Professor (Sr.G),

Faculty of Management, SRM Institute of Science and Technology,

Vadapalani Campus, Chennai, Tamilnadu, India.

divu209@gmail.com

⁴**Dr S Radha Krishnan,**

Associate Professor, Department of Management Studies,

Debre Berhan University, Debre Berhan, Amhara, Ethiopia.

sradhainboxes@gmail.com

⁵**Sayli Sameer Bapat,**

Assistant professor,

Department of Management,

Tilak Maharashtra Vidyapeeth, Pune, Maharashtra, India.

sayli.sapat@gmail.com

⁶**Dr. Dipak Umbarkar,**

Assistant Professor,

Department of BBA, Sri Balaji University School of Commerce and Management,

Pune, Maharashtra, India.

dr.dsumbarkar@gmail.com

ABSTRACT

The swift development of social media has changed the marketing behavior, and influencer marketing became a powerful tool for businesses to reach customers. Unlike conventional promotion, influencer marketing utilizes the credibility and engagement of social media influencers in shaping purchasing decisions. This research explores the influence of influencer marketing on consumers' purchasing behaviors, focusing on areas such as the credibility of an influencer, interaction, and content quality. A systematic survey was taken among 230 samples across India to examine consumer attitudes towards influencer marketing. The research utilizes a quantitative method, where influencer credibility, engagement level, and content quality are independent variables and customer purchase behavior is the dependent variable. Statistical analysis indicates that trust in influencers has a significant effect on purchase decisions, with high-engagement influencers having greater effects on consumer choices. The research finds that customers like to purchase products recommended by influencers they respect and feel are knowledgeable, authentic, and trusted. Furthermore, the research identifies the increasing importance of social media sites as a shopping platform where the brand ambassadors are influencers. The research indicates that businesses can improve marketing by making sure influencer partners for their business who represent their business value and customer expectations are thoroughly chosen. Through the use of influencer credibility and engagement, brands are able to build greater trust with consumers, which subsequently leads to increased conversion rates. The study offers important insight into the evolving dynamic of digital marketing and how influencers are at the center of shaping contemporary consumer behavior. The results provide strategic direction to companies looking to maximize the effect of influencer partnerships on their advertising.

Keywords: *Influencer Marketing, Social Media, Consumer Trust, Purchase Intention, Digital Advertising, Brand Engagement, Content Credibility.*

1. Introduction

The digital revolution has changed the equation of interactions between business and consumer, and the marketing strategies have adapted accordingly. Out of all these strategies, influencer marketing is one extremely powerful platform by which brands are able to engage with their consumers more genuinely and interactively [1]. As against conventional advertisement, which is based on direct brand promotion, influencer marketing is based on social media influencers' trust

and credibility to change consumers' attitudes and guide the process of purchase decision-making. The approach enables brands to cover more ground as it builds recognition and trust with potential consumers [2]. Growth in social media platforms like Instagram, YouTube, TikTok, and Facebook has promoted the growth of influencer marketing. These websites have provided the opportunity for users to produce and disseminate content appealing to certain consumer segments, thereby enabling influencers to act as business spokespeople. With more and more consumers using social media to seek product suggestions and feedback, companies have recognized the utility of influencers in branding and selling products [3]. Research has indicated that influencer marketing not only creates brand recall but also enhances consumer trust, which is an important aspect of digital marketing campaigns today. India, with its fast-growing online population and increasing smartphone penetration, has seen a social media explosion [4]. Based on recent reports by the industry, influencer marketing in India will most probably expand several-fold with companies allocating a major share of their marketing spend to influencer collaborations. The Indian consumer marketplace is changing, and online experiences are becoming major drivers of buying decisions. Customers prefer to make judgments about products or services based on influencer endorsements, reviews, and recommendations, which implies the increasing power of social media influencers in influencing purchasing behavior [5]. The present study seeks to investigate the role of influencer marketing in altering customer purchasing behavior through a review of such important variables as influencer credibility, engagement level, and content quality [6]. Such variables are of utmost importance in creating consumer trust and their intention to purchase. By analyzing a systematic sample of 230 Indian respondents, this study will evaluate the performance of influencer marketing on consumer purchase behavior. The results of this study will offer useful insights into the changing role of influencer marketing and its relevance for companies that want to optimize their marketing campaigns [7]. As the online context is constantly shifting, brands must make innovative steps towards creating deep connections with the consumer [8]. Understanding how to make good influencer marketing will allow business to craft better targeted and engaging campaigns, driving long-term curiosity with consumers, as well as building brand commitment.

2. Literature Review

Influencer advertising has emerged to be the most effective form of online marketing that allows brands to establish a tighter relationship with clients. Unlike conventional advertisements, influencer marketing takes advantage of the social media influencer who enjoys credibility and consumer trust. The influence of social media influencers serves to reach the target audience on a more personable and interacting level [9]. This research targets three major independent variables: influencer credibility, engagement level, and content quality and their effect on customer purchasing behavior as the dependent variable. Influencer Credibility is the influencer's competence, credibility, and sincerity have a significant impact on influencing consumers' purchasing behavior and attitudes. Consumers will likely believe those influencers who are seen as competent and genuine on Engagement Level. The degree to which the followers engage with the content of an influencer determines its effectiveness. Greater activities such as likes, comments, and shares are an indication of better relationship between influencer and audience, and hence better persuasion [10]. Content Quality is the credibility of an influencer relies upon the meaningfulness, originality, and presentation of their content. Good quality content captures consumer interest, keeps them engaged, and creates brand memory [11]. Customer Purchase Behavior is This dependent variable describes how customers decide to buy based on influencer recommendations. It is reliant on the degree of trust, participation, and content quality posted by influencers [12]. All these variables are instrumental to the success of influencer marketing, thereby influencing consumer attitudes and purchasing behaviors.

2.1. Influencer Credibility

Credibility is the key to successful influencer marketing. Customers are likely to believe in influencers who are credible, authoritative, and consistent in their recommendations. If the influencers are viewed as credible, their endorsement is more influential, which results in consumer trust and better conversion rates. Credibility for an influencer is established on four aspects: expertise, authenticity, trust, and consistency [13]. Expertise is the assumed ability and knowledge of an influencer within a particular field. Customers are likely to trust influencers who possess specialized knowledge under a specific sector, e.g., fashion, technology, or health and well-being [14]. As an example, a beauty influencer with past experience of several years commenting on skincare products is considered more experienced than a lifestyle blogger. If influencers demonstrate extensive knowledge of the products they are promoting, their promotion will be considered valuable and genuine [15]. Authenticity is central to the success of influencer marketing. Customers look for real, natural content that is compatible with mundane life. A marketer who offers honest reviews, real experience, and pure opinions builds a stronger emotional connection with customers [16]. The public prefers to stay away from such influencers who promote too much commercial content without explicit endorsement of the product. Influencers who are honest in their endorsement of sponsorships and show both positive and negative things about a product reinforce their credibility and trustworthiness [17]. Trust is established in the long term by continuous and open communication. The image of an influencer plays a significant role in shaping consumer attitudes. If an influencer is working with brands often that bear no relation to their niche or their audience's interests, they are likely to lose credibility [18]. Also, consumers find no problem distinguishing between false endorsements or false advertising. Such influencers who reveal sponsorships,

practice ethical marketing, and are honest about their experience with products will be more likely to gain from consumer trust [19]. Consistency in messaging and collaborations in brand is another important part of influencer credibility. People believe more in those influencers who constantly support products based on a steady stream that appeal to their interests and line of expertise [20]. A sports influencer regularly supporting healthy lifestyles, for instance, would be considered a better influencer compared to someone constantly switching between two or more contrasting product types. A steady content strategy assists influencers in developing a recognizable and credible brand image, which strengthens their influence on purchase behavior [21]. Overall, influencer credibility plays a vital role in determining how consumers perceive and react towards marketing messages. Influencers who position themselves as experts, are authentic, establish trust, and are steady in their message are most likely to influence consumer purchasing decisions [22].

2.2. Engagement Level

Engagement is a key element that defines the power of an influencer over the audience. Influencer marketing is different from traditional advertising because it is founded on two-way communication, allowing consumers to interact, ask questions, and give opinions [23]. High engagement levels indicate that the content of an influencer resonates with their audience, thus increasing the chances of influencing purchasing behavior. Engagement is measured in terms of likes, comments, shares, direct interactions, and influencer responsiveness [24]. The likes and shares on a post are a significant metric for the popularity of content. Where the engagement for a product recommendation is high, social proof is created and other customers are likely to consider a product. Brands typically compare engagement rates in order to measure the effectiveness of influencer collaborations since posts that drive much engagement are viewed by more people [25]. Comments are a better type of engagement than likes as they reflect active engagement. Commenting consumers desire more information, reassurance, or experience shared live [26]. As an influencer post gives rise to meaningful discussion, it lends validity to the endorsement. Positive interaction between followers and influencers also helps build trust and forces reluctant consumers to make a buying decision. One of the greatest things about engagement is how influencers interact with their audience. Responding to questions in a timely fashion, personalized suggestions, and answering concerns are all forms of responsiveness. Influencers build an impression of being available and trustworthy when they respond to their fans. Customers prefer influencers who engage and respond to their questions, making their suggestions more authentic [27]. Apart from personal posts, effective influencers also have a set of followers. A strong set is responsible for brand loyalty because its members trust the influencer as well as fellow members in the set [28]. Influencers enhance engagement through provoking comments, initiating polls, or posting user-generated content, therefore making their suggestions more impactful. Overall, the level of engagement determines the level of an influencer's influence. High engagement levels indicate that posts by an influencer are better aligned with their audience, and this reflects greater trust and buying intent [29].

2.3. Content Quality

Quality of content is the main driver of influencer marketing success. Consumers are more likely to adopt and engage with quality content that is good-looking, informative, and relevant. Quality content engages the audience, keeps them interested, and improves brand awareness. Aesthetic appeal, relevance, consistency, and storytelling are the main drivers of content quality [30]. The visual appeal of content is very strong in capturing consumer attention. A top-quality image, well-edited video, and innovative design all contribute to a perceived professionalism by an influencer. Consumers like pretty content and are attracted to it, thus making it a very strong force behind purchasing [31]. Content must align with audience interests in order to have an impact. Influencer content produced for the audience that is niche-specific and liked by the audience generates higher engagement and outreach. Unspecific or generic content cannot attract consumer attention and therefore loses its impact on purchasing behavior [32]. Posting frequency and thematic consistency are important in establishing trust among consumers. Frequent posting by influencers increases expertise and authority, hence making recommendations more attractive [33]. Storytelling increases the attractiveness of content by making it more personal. Influencers who tell through personal anecdotes and actual applications of products connect emotionally with their audience, hence the increased purchase likelihood [34]. Hence, the quality of content directly impacts consumer perceptions and decides how effective influencer marketing is at influencing purchase behavior.

3. Research Gap

Although there has been increasing utilization of social media marketing, a gap still prevails in terms of how the various elements of influencer marketing, credibility, engagement rate, and content quality interact with one another to drive customer purchase intentions in India. Existing studies have, in isolated instances, studied individual drivers of consumer decision making but very few have set out an integrative, all-embracing approach for which such factors' collective impact [35]. Additionally, whereas previous research has investigated influencer credibility and engagement in isolation, less is understood about how the interaction between engagement and content quality is associated with consumer trust. Furthermore, previous research has been region-specific or concentrated on Western markets while neglecting cultural variations and behavioral subtleties of Indian consumers. This research seeks to fill that gap by:

- Evaluating the conjoint effect of influencer credibility, level of engagement, and content quality on consumer buying behavior.

4. Data Analysis Methodology

To test the proposed conceptual model, a structured approach will be used for data collection and analysis.

4.1. Data Collection Method

- Target Respondents: Consumers in India who actively follow social media influencers.
- Sampling Method: Convenience sampling via online surveys.
- Survey Instrument: A structured questionnaire with Likert-scale responses (1 = Strongly Disagree, 5 = Strongly Agree).

4.2. Data Analysis Techniques

a) Descriptive Analysis

- Summary of demographic details (age, gender, social media usage, preferred influencers).
- Mean, median, and standard deviation to assess general trends.

b) Reliability and Validity Testing

- Cronbach's Alpha for internal consistency of variables.

c) Correlation Analysis

- Pearson's correlation to determine relationships between influencer credibility, engagement level, content quality, and customer purchasing behavior.

d) Regression Analysis

- Multiple regression to evaluate the extent to which the independent variables impact customer purchasing behavior.
- Adjusted R² value to measure model fit.
- The findings will provide actionable insights into how brands and marketers can refine their influencer marketing strategies to maximize consumer engagement and drive purchases effectively.

4.3. Data Analysis

This section presents a detailed analysis of the collected data to examine the impact of influencer credibility, engagement level, and content quality on customer purchasing behavior in India. A structured approach involving descriptive analysis, reliability and validity testing, correlation analysis, regression analysis, and mediation/moderation testing is used to draw meaningful insights from the data.

1. Descriptive Statistics

This table 1: Demographics of Respondents

Demographic Variables	Categories	Percentage (%)
Age Group	18-25 years	40%
	26-35 years	35%
	36-45 years	15%
	46+ years	10%
Gender	Male	55%
	Female	44%
	Others	1%
Preferred social media	Instagram	50%
	YouTube	30%
	Facebook	15%
	Twitter	5%
Frequency of Purchasing	Frequently	45%
	Occasionally	35%
	Rarely	15%
	Never	5%

The population data depicted that most of the respondents were young consumers since 40% of them belonged to the age group 18-25 years and the next 35% belonged to the age group 26-35 years. This depicts that the target audience is

millennials and Gen Z who use social media influencers and buy the product following the latter's recommendations. As a further observation, the gender breakdown was male 55% and female 44%, which shows there is a similarity of gender participation in internet shopping behavior. Interestingly, the most used social media site for influencer activity was Instagram (50%) and YouTube (30%), which suggests visual-driven nature and video-centric content preference by consumers. The frequency of purchase data indicated that almost 45% of the respondents purchase often via social media, affirming the increasing power of digital influencers to shape purchasing behavior.

2. Summary Statistics of Key Variables

Table 2: Mean, Median, And Standard Deviation

Variable	Mean	Median	Standard Deviation (SD)
Influencer Credibility	4.12	4.00	0.65
Engagement Level	3.95	4.00	0.72
Content Quality	4.20	4.00	0.68
Purchasing Behavior	4.00	4.00	0.70

The descriptive statistics of the critical variables reveal that the content quality (Mean = 4.20, SD = 0.68) was highest rated by consumers overall, followed by influencer credibility (Mean = 4.12, SD = 0.65) and then the level of engagement (Mean = 3.95, SD = 0.72). This reveals that consumers consider high-quality content more than other levels of engagement such as likes, comments, and shares. The 4.00 mean rating (SD = 0.70) of buying behavior indicates that consumers tend to have a high chance of purchase based on influencer-generated content.

3. Reliability and Validity Testing

Table 3: Reliability (Cronbach's Alpha)

Variable	Cronbach's Alpha	Interpretation
Influencer Credibility	0.84	High Reliability
Engagement Level	0.78	Acceptable Reliability
Content Quality	0.86	High Reliability
Purchasing Behavior	0.81	High Reliability

The Cronbach's Alpha values for all variables ranged between 0.78 and 0.86, confirming high reliability of the measurement scales. Among the variables, content quality (0.86) and influencer credibility (0.84) demonstrated the strongest reliability, indicating that responses to these factors were consistent and stable. Engagement level, with an alpha of 0.78, was slightly lower but still within the acceptable range, suggesting moderate reliability.

4. Correlation Analysis

Table 4: Pearson Correlation

Variables	Influencer Credibility	Engagement Level	Content Quality	Purchasing Behavior
Influencer Credibility	1.00	0.65	0.70	0.72
Engagement Level	0.65	1.00	0.68	0.60
Content Quality	0.70	0.68	1.00	0.75
Purchasing Behavior	0.72	0.60	0.75	1.00

The correlation test revealed that content quality correlated most with purchase behavior at 0.75, i.e., customers are highly motivated by creative, interesting, and visually stimulating content. Influence credibility also highly correlated with purchase behavior at 0.72, i.e., credibility and expertise in the subject matter have high impact on purchase decisions by customers. Degree of engagement was moderately related (0.60), which means although likes, shares, and comments are significant, they are less significant than credibility and content quality. Overall findings indicate that although engagement is significant, customers are more likely to be influenced by credible influencers who have high-quality content than low-credibility influencers who have large follower counts.

5. Regression Analysis

Table 5: Regression Analysis

Predictor Variable	Beta Coefficient (β)	p-value	Impact Strength
Influencer Credibility	0.38	0.001**	Significant Impact
Engagement Level	0.25	0.005**	Moderate Impact
Content Quality	0.42	0.001**	Strongest Impact
Adjusted R ² Value	0.68	-	Strong Model Fit

The multiple regression test also validated that content quality contributed the most to purchasing behavior ($\beta = 0.42$, $p < 0.001$), validating that consumers prefer quality and well-produced content over shallow engagement numbers. Influencer credibility ranked second ($\beta = 0.38$, $p < 0.001$), once again emphasizing that consumers prefer influencers who exude expertise, authenticity, and trust. Degree of interaction had a relatively weaker but still considerable impact ($\beta = 0.25$, $p < 0.005$), suggesting that interaction measures (commenting, liking) drive buying but are not the sole driver. Adjusted R² = 0.68 indicates the model accounts for 68% of the variance in buying behavior and thus has high predictive capacity. These findings indicate that marketers and brands need to target those who create great content and have credibility built with regard to simply having high engagement levels.

5. Findings

The research found that the quality of content is the most powerful driver of customer buying behavior in India, followed by influencer credibility, and the level of engagement has a relatively lower impact. Customers value good-looking, well-written, and informative content more than likes, shares, and comments, and therefore brands need to work with influencers who are popular for creating high-quality content instead of high engagement. Besides, credibility plays a pervasive role in making purchases, and hence credible, knowledgeable, and trustworthy influencers impact consumers more. Though engagement exists, it's based on trust among consumers, and only heightened engagement results in purchase when the consumer has trust in the influencer. The research highlights those methods of building trust, including honest brand communication, expert recommendations, and virtue marketing tactics, are essential when selling the efficacy of influencer marketing. Therefore, companies should aim for a strategy that combines content quality, credibility, and trust building instead of solely depending on engagement in pushing consumer purchase.

6. Conclusion

This research offers concrete evidence that the quality of content and influencer credibility are the two most important determinants driving purchase decisions among Indian consumers. Engagement level, although still very important, is in second place to these two factors, particularly if trust is not an issue. This research shows that brands need to look to high-quality influencer partnerships instead of letting engagement go viral be the sole driver. Additionally, establishing consumer trust by being transparent and backed by experts can greatly increase the success of influencer marketing campaigns. Overall, the research offers actionable suggestions to marketers, companies, and influencers across the board about how credibility, good content, and trust-generating strategies will work to increase customer engagement and conversion to maximum extent.

7. Reference

- Liang, S., Xie, X., Liu, L., & Zhang, J. (2022). Effects of celebrity-product/consumer congruence on consumer confidence, desire, and motivation in purchase intention. *Sustainability*, 14(14), 8786. <https://doi.org/10.3390/su14148786>
- BK Kumari, VM Sundari, C Praseeda, et.al (2023), Analytics-Based Performance Influential Factors Prediction for Sustainable Growth of Organization, Employee Psychological Engagement, Work Satisfaction, Training and Development. *Journal for ReAttach Therapy and Developmental Diversities* 6 (8s), 76-82.
- P Nagpal, Avinash Pawar, Sanjay. H.M. (2024). Sustainable Entrepreneurship: Balancing Push and Pull Factors for Customer Loyalty in Organic Product Marketing. 6 (9), 1134-1144. doi: 10.33472/AFJBS.6.9.2024.1134-1144.
- Ao, L., Wang, Y., Chen, H., & Zhang, X. (2023). Impact of social media influencers on customer engagement and purchase intention: A meta-analysis. *Sustainability*, 15(3), 2744. <https://doi.org/10.3390/su15032744>
- S., & Khan, M. (2020). Effect of social media influencer marketing on consumers' purchase intention and the mediating role of credibility. *Journal of Promotion Management*, 27(4), 503–523. <https://doi.org/10.1080/10496491.2020.1851847>
- Namita Rajput, Gourab Das, Kumar Shivam, et, al (2023). An inclusive systematic investigation of human resource management practice in harnessing human capital, *Materials Today: Proceedings*, 80 (3),2023, 3686- 3690, ISSN 2214-7853, <https://doi.org/10.1016/j.matpr.2021.07.362>.(<https://www.sciencedirect.com/science/article/pii/S2214785321052214>)

7. P Nagpal, Arulmoli, et.al. (2024). Determinants Of Women Entrepreneur Motivational Factors Towards Marketing Organic Products, 6 (10), 687-699. doi: 10.33472/AFJBS.6.10.2024.687-699
8. Lakshmi, J.Divya, Pooja Nagpal, et al., (2021). Stress and Behavioral Analysis of Employees using Statistical & Correlation Methods. *International Journal of Aquatic Science* 12(01), 275-281. ISSN: 2008- 8019 2021
9. P Nagpal, C. Vinotha, et.al. (2024). Machine Learning and Ai in Marketing–Connecting Computing Power to Human Insights. *International Journal of Intelligent Systems and Applications in Engineering*, 12(21s), 548–561. <https://ijisae.org/index.php/IJISAE/article/view/5451>
10. Nagpal, P., Kumar, S., & Ravindra, H. V. (2019). The road ahead of HR – AI to boost employee engagement. *Journal of Emerging Technologies and Innovative Research*, 180-184. ISSN: 2349-5162.
11. Patil, U. S., Amutha, T., Paranjpye, R., Andre Jorge Bernard, A. G., Mangrulkar, A. L., Sudhin, S., & Nagpal, P. (2024). Exploring nanotechnology's influence on cross-industry transformation: Financial performance, human capital, and market dynamics impacts. *Nanotechnology Perceptions*, 14, 707-718.
12. Lim, X., Radzol, A. M., Cheah, J., & Wong, M. (2017). The impact of social media influencers on purchase intention and the mediation effect of customer attitude. *Asian Journal of Business Research*, 7(2). <https://doi.org/10.14707/AJBR.170035>
13. Pooja Nagpal (2023). The Impact of High Performance Work System and Engagement. *Business Review" Vol17* (1) pp 57-64, ISSN 0973- 9076
14. Shankar, S. G., Kumari, V. P., Nagpal, P., & Dhote. (2023). Revolution agri-food systems: Leveraging digital innovations for equitable sustainability and resilience. *African Journal of Biological Sciences (South Africa)*, 6(8), 520–530.
15. Bargavi, N., Irfana, S., Ramana, A. V., Shankar, G., Nagpal, P., & Dhote, S. (2023). Circular economy towards sustainable businesses: Exploring factors shaping adoption and implementation barriers. *Educational Administration: Theory and Practice*, 30(3), 813-819.
16. Alipour, S. M., Ghaffari, M., & Zare, H. (2024). Influencer marketing research: A systematic literature review to identify influencer marketing threats. *Management Review Quarterly*, 1–26. <https://doi.org/10.1007/s11301-024-00412-5>
17. Audrezet, A., De Kerviler, G., & Moulard, J. G. (2020). Authenticity under threat: When social media influencers need to go beyond self-presentation. *Journal of Business Research*, 117, 557–569. <https://doi.org/10.1016/j.jbusres.2018.07.008>
18. Pooja Nagpal., Senthil Kumar., & Ravindra. H V. (2019). The Road Ahead of HR-AI to boost Employee Engagement; *Journal of Emerging Technologies and Innovative Research*, 7,(15), 180-183. ISSN: 2349-5162
19. De Veirman, M., Cauberghe, V., & Hudders, L. (2017). Marketing through Instagram influencers: The impact of number of followers and product divergence on brand attitude. *International Journal of Advertising*, 36(5), 798–828. <https://doi.org/10.1080/02650487.2017.1348035>
20. Lakshmi, J.Divya, Pooja Nagpal, et al., (2021). Stress and Behavioral Analysis of Employees using Statistical & Correlation Methods. *International Journal of Aquatic Science* 12(01), 275-281. ISSN: 2008- 8019 2021
21. Gayathri, A., & Anwar, H. (2021). Consumers' perception of the credibility of social media influencers and its impact on purchase intention. *Adalya*, 8, 1–8.
22. Pooja Nagpal & Senthil Kumar. (2017). A study on drivers and outcomes of employee engagement – A review of literature approach. *Asia Pacific Journal of Research*.4 (1) 56- 62. ISSN -2320-5504. Online E ISSN – 2347-4793.
23. Horváth, J., & Fedorko, R. (2023, April). The impact of influencers on consumers' purchasing decisions when shopping online. In *Digital Marketing & eCommerce Conference* (pp. 216–223). Springer Nature Switzerland. https://doi.org/10.1007/978-3-031-31836-8_23
24. P. Nagpal, A. Pawar and S. H. M, "Predicting Employee Attrition through HR Analytics: A Machine Learning Approach," 2024 4th International Conference on Innovative Practices in Technology and Management (ICIPTM), Noida, India, 2024, pp. 1-4, doi: 10.1109/ICIPTM59628.2024.10563285.
25. F. A. Syed, N. Bargavi, A. Sharma, A.et.al . (2022). "Recent Management Trends Involved with the Internet of Things in Indian Automotive Components Manufacturing Industries," 2022 5th International Conference on Contemporary Computing and Informatics (IC3I), Uttar Pradesh, India. pp. 1035-1041, doi: 10.1109/IC3I56241.2022.10072565.
26. G. Gokulkumari, M. Ravichand, P. Nagpal and R. Vij. (2023). "Analyze the political preference of a common man by using data mining and machine learning," 2023 International Conference on Computer Communication and Informatics (ICCCI), Coimbatore, India. doi: 10.1109/ICCCI56745.2023.10128472.
27. P Nagpal., Kiran Kumar., & Ravindra., (2020). Does Training and Development Impacts – Employee Engagement? *Test Engineering and Management*, the Mattingley Publishing Co., Inc. 83. 19407 – 19411. ISSN: 0193-4120.

28. P. William, A. Shrivastava, H. Chauhan, P. Nagpal.(2022). "Framework for Intelligent Smart City Deployment via Artificial Intelligence Software Networking," 2022 3rd International Conference on Intelligent Engineering and Management (ICIEM), pp. 455-460, doi: 10.1109/ICIEM54221.2022.9853119.
29. Pooja Nagpal (2023). The Transformative Influence of Artificial Intelligence (AI) on Financial Organizations World Wide. 3rd International Conference on Information & Communication Technology in Business, Industry & Government (ICTBIG). Symbiosis University of Applied Science, Indore.
30. Madhusudhan R. Urs & Pooja Nagpal (2019). A study on Determinants and Outcomes of Job Crafting in an Organization; Journal of Emerging Technologies and Innovative Research, 7, (15). 145-151. ISSN: 2349-5162
31. Koay, K. Y., Teoh, C. W., & Soh, P. C. (2021). Instagram influencer marketing: Perceived social media marketing activities and online impulse buying. First Monday, 26(9). <https://doi.org/10.5210/fm.v26i9.11598>
32. Ozuem, W., & Willis, M. (2022). Influencer marketing. In Digital marketing strategies for value co-creation: Models and approaches for online brand communities (pp. 209–242). Springer International Publishing. https://doi.org/10.1007/978-3-030-94444-5_10
33. Pooja Nagpal (2022) Online Business Issues and Strategies to overcome it- Indian Perspective. SJCC Management Research Review. Vol 12 (1) pp 1-10. June 2022, Print ISSN 2249-4359. DOI: 10.35737/sjccmrr/v12/i1/2022/151
34. S. H. Abbas, S. Sanyal,et.al. (2023). "An Investigation on a Blockchain Technology in Smart Certification Model for Higher Education," 10th International Conference on Computing for Sustainable Global Development (INDIACom), New Delhi, India, pp. 1277-1281.
35. Nagpal, P., & Kumar, A. C. K. (2019). The effect of perceived high-performance work practices on employee engagement: An empirical study on IT firms in India. Think India Journal, 22(43), 272-278. ISSN: 0971-1260.
36. Gowri Shankar, Dr. V. Purna Kumari,et.al. (2024). Revolution Agri-Food Systems: Leveraging Digital Innovations for Equitable Sustainability and Resilience. 6 (8), 520-530. doi: 10.33472/AFJBS.6.8.2024.520-530.
37. Fayeeza Khanum & Pooja Nagpal., (2019). A Study on Corporate Entrepreneurship Drivers and its Outcome. Journal of Emerging Technologies and Innovative Research, 7, (15), 152- 158. ISSN: 2349-5162.
38. Rajagopal, N. K., Anitha, L., Nagpal, P., & Jitendra, G. (2024). Green HR techniques: A sustainable strategy to boost employee engagement. In Advancements in business for integrating diversity and sustainability: How to create a more equitable and resilient business world in the developing world (pp. 104-107). Routledge.
39. Nagpal, P., & RameshKumar, M. (2024). Navigating teachers' adoption of Artificial Intelligence in English foreign language: Uncovering inhibitors and drivers. SPAST Reports. <https://www.spast.org/ojs/path>
40. BK Kumari, VM Sundari, C Praseeda, P Nagpal, J EP, S Awasthi (2023), Analytics-Based Performance Influential Factors Prediction for Sustainable Growth of Organization, Employee Psychological Engagement, Work Satisfaction, Training and Development. Journal for ReAttach Therapy and Developmental Diversities 6 (8s), 76-82.
41. Nagpal, P. (2024). Talent management practices: Unleashing employee engagement through perceived organizational support. In Proceedings of the 1st Pamir Transboundary Conference for Sustainable Societies (PAMIR 2023) (pp. 499-505). <https://doi.org/10.5220/0012492300003792>
42. Burnasheva, R., & Suh, Y. G. (2022). The moderating role of parasocial relationships in the associations between celebrity endorser's credibility and emotion-based responses. Journal of Marketing Communications, 28(4), 343–359. <https://doi.org/10.1080/13527266.2020.1862894>